

## PRESIDENT'S CORNER

### CHANGES ON THE EXECUTIVE AND NEW REPRESENTATIVE

As you probably all know by now, we went through some changes since June.

After 15 years of being the leader of our Local Union, Brother Bourgoïn has left his position as President to pursue on a new career as MPP of the Mushkegowuk/James Bay Riding, as he was elected to Queen's Park on June 7, 2018. Brother Bourgoïn has been a big part of our Local's success for the past 20 years. We wish him all the best in his new career.

With Brother Bourgoïn leaving, a few adjustments in our Local's Executive Board have been made. As I was the 1st Vice-President, I was appointed to the position of President, and Brother Bruce Frost who was the 2nd Vice-President was appointed as 1st Vice-President.

It is an honor and a privilege for me to serve as your President for the next three (3) years, and I'm looking forward to meet and to work with you all in a near future.

As I was appointed as President, the Local had to hire a new representative to service the central region of the Local, which is composed of the Hearst, Calstock, Hornepayne, and White River regions.

After sending a job posting to all

workplaces on June 18, we received many applications from interested members. We thank them all for the interest they showed toward the Local's Union Representative position.

After all applications were carefully reviewed by the hiring committee, the Local has



New representative for the Central region of the Local, Brother Guy Veilleux.

decided to hire Brother Guy Veilleux to fill the position.

We feel that with his great experience in the industry, knowledge, and personality, he was the right fit. Brother Veilleux has been a member with our Local since 1989 as he was hired and working at Columbia Forest Products (Plywood) in Hearst since that time. He started to be involved in the Health and Safety Committee at the Plant in 1995, got involved in the grievance committee in 1998 as a committee member and was elected on that same

committee as Steward in 2004 and was occupying this position until we hired him on October 29, 2018. Throughout those years, Brother Veilleux has participated in as many as 5 rounds of negotiations. Brother Veilleux was also appointed on the Executive Board of the Local in 2013 as Conductor, was re-elected in 2015, and most recently at our last Triennial Convention last April, in the same position of Conductor.

As you can see, Brother Veilleux has acquired a lot of experience and knowledge throughout the years and that is why the Local felt that he was the right candidate to fill the Union Representative position and that he will be a great addition to our group of very qualified individuals.

#### District 6, Wood Council and District 3 Conferences



Our delegates supporting striking members at the Gateway Casino in Kamloops



At the Wood Council Conference, Brother Jacques Jean giving a presentation on issues and matters the Local is facing presently.

The Local has sent delegates to the District 6, the Wood Council and District 3 conferences. During these conferences, delegates are receiving trainings on many topics such as public speaking, Health & Safety language in Collective agreement, Violence and harassment, etc...., and listening to some very good keynote speakers. The District 6 conference was held in Blue Mountains, Ontario from September 4 to 8, while the Wood Council and District 3 conferences were held in Kamloops BC, from October 29 to November 1.

I want to take this opportunity to wish a Merry Christmas and a Happy New Year to you and your loved ones.

In Solidarity;  
Jacques Jean



## FATALITY IN ONE OF OUR OPERATIONS

Since our last edition, I've spent most of my time servicing our membership; attending membership meetings, attending union management meetings, helping members deal with their WSIB files and so forth.

As some of you may or may not know, just this past May, we had a Brother who got killed at work at one of our sawmill operations. The member was a 60 year old individual who had just started working for the company. This individual who apparently had a lot of experience operating a loader was crushed between a bundle of wood and the loader he was operating. From what we understand, the individual had gotten out of his loader to place some cross pieces on top of his bundles, when his loader moved ahead and pinned him against the pile of wood. The individual got crushed between his loader and the pile of wood to be found later by his coworkers. The OPP and the MOL were called to the scene and a full

investigation took place. At this point we are still unsure what exactly caused this horrific incident to happen. The MOL has 2 years to submit a report of what exactly happened. **This should have never happened!!** No member should get hurt at work, or even less get killed at work. All of us have the right to work in a safe environment. This just goes to show that we should all make sure that we work in a safe environment and that no matter how much experience or knowledge we have in doing our jobs, we have to always be alert. Many of us work around dangerous equipment. Our thoughts and prayers go out to the family of our fallen member.

### Canadian Blood Services

As I reported in our last summer edition, we are ready to start negotiations with Canadian Blood Services' members from the Sudbury area. Dates are set in January to start negotiations. Hopefully we will be able to report back to the membership on the new

Collective Agreement we were able to get for these members.

### Rockshield Engineered Wood Products

As for our membership working in Cochrane at Rockshield Hardwood Plywood, the 1 year extension on their Collective Agreement is up for renewal in January 2019. We just elected a Negotiating committee and we are getting ready for negotiations in the New Year.

### Ryam - Chapeau Sawmill

Dates are scheduled for the week of December 3 to the 7 to start negotiations with the folks from the Ryam Chapeau sawmill. Although there is a pattern in place, we still have many local issues to address during these negotiations. Hopefully by the time that the next Union Echo edition comes out, we'll have a new Collective Agreement to report on.

### Ryam - Chapeau Co-Gen.

Also in Chapeau, the membership from Ryam

Chapeau Co-Gen. are waiting impatiently for us to start negotiations for the renewal of their Collective Agreement. Their Collective Agreement has been expired since April of this year. We are in the process of selecting dates to negotiate. Negotiations should take place early in the New Year.

### Ryam Opasatika - Woodlands Operation

As for our members from the Ryam Opasatika woodlands operation, negotiations are on the way and a pattern is also in place. We are hopeful that we can report back to the membership early in the New Year on a new Collective Agreement. I'll report on the details of the agreement in our next edition.

I want to take this opportunity to wish everyone and their family a Merry Xmas and a Happy New Year. Let's all be safe.

In Solidarity;  
Eric Carroll



## MEMBERSHIP ON THE RISE!

### POWER UP



Nakina bargaining underway. Almost a decade after the last piece of lumber ran through the town's mill, Nakina lumber is flowing once again! The once idled mill in Northern Ontario is now in production. The Union is presently in negotiations to create good long-term jobs for the community of Nakina and its First Nation partners. Wood

supplies from the Ogoki Forest, which operates within the traditional territories of the First Nations of Aroland, Eabametoong and Marten Falls, will have major economic benefits for the Anishnawbe people of the First Nations. The surrounding areas of Geraldton, Nakina and Jellico will also benefit. Stay tuned for further updates.

Atikokan sawmill members have seen a request by the Company to run 24/7 operations with the mutual agreement of the membership. A vote will be held in November or December at the Legion on whether to alter the shifts and begin the proposed schedules: 3 shifts plus a maintenance shift in the planner starting in the New

Year with the third shift in the sawmill to begin shortly after the planer.

Resolute and Dallon Forestry Operations in Ignace and Atikokan will be down from December 24th and will resume January 7th, 2019. There may be some kiln drying which will see some Dallon mobile equipment operators

...cont'd on page 3

Jason Lacko... from page 2

continue through the cold shutdown.

Ignace and Atikokan have reduced production time because of poor conditions in the woodland operations.... wet weather has had a negative impact on the operations. Cooler weather is predicted as winter will ultimately blanket the North with its white coat.

Dallan operations at the Ignace and Atikokan have

been expanding and seniority lists have been increasing. The diligence of the mobile equipment operators has been second to none. They continue to work under strict conditions with professionalism. The schedules for the Atikokan operators will likely be altered to accommodate the future 24/7 operations of the sawmill.

Gateway casino members have entered the final year of a three-year agreement. We will begin preparing for

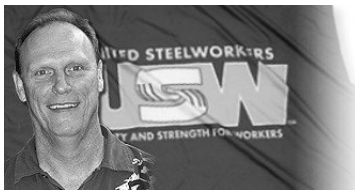
negotiations this summer. One major outstanding grievance involves stat pay and lieu time. The Company is working to rectify the issues related to the grievance and the Union expects this to be resolved in the near term. The Company has also been flipping and flopping on the hours of operations. There seems to be an end to this, as the company has informed the Union that their operations will be open until 4am going forward. Lets hope this creates some

stability for the members. Remember! "What we plant now, we Harvest later" Attend a meeting, get informed and raise your concerns.

From my family to yours, I would like to wish you all a Merry Christmas and a Happy New Year.

Work safe! and take care of the person beside you.

In Solidarity;  
Jason Lacko



## LATEST NEGOTIATIONS AGREEMENTS REACHED

### Nakina

As reported in the last Union Echo, the Nakina sawmill has restarted its operations since February of 2018. The Local is actively working towards getting a new agreement for the workers at this facility. We are not getting any cooperation from the Company in this matter, helping an employee Association in meeting with the employees in Nakina with the intention to convince their employees to go and be part of this Association. We are still in conciliation in order to convince the Employer to negotiate a new agreement. We have been successful in scheduling some negotiating dates in June, July, August, September and October, but we have not reached an agreement yet as the Employer made a final proposal to the employees to vote on which was rejected at 91%.

### Hearst Community Living

An agreement was reached at Hearst Community Living on August 30th. This is a 2 year agreement with 1.4% wage increase per year, and some changes in language. Members at Hearst Community Living are frustrated and disappointed by the way the Employer is managing money wise as they feel that they should be getting better wages and be recognized for the work they are doing instead of the Employer spending their budget on service agreement that is not bringing anything more, but working to the detriment of the workforce.

### Hearst Farmers Cooperative

An agreement was reached at Hearst Farmers Coop. It's a 5 year agreement with wage increases of 2% per year, increases in vacation, bereavement leave, vision care, and dental.

### Health & Safety and Stewards meeting

### Local 1-2010 Health and Safety Council meeting

On September 26 and 27, our Stewards and Health & Safety Co-Chairs met in Thunder Bay for their yearly meetings. For the first day and one half, both the Stewards and the Health and Safety Co-chairs received some trainings. For the whole day on the 26 they were given training by Brother Brian Harder who is the District 3 Health & Safety Director out of Vancouver. Brother Harder gave some training on Drug and Alcohol testing, and on the Stop the Killing Campaign. Brother Harder said that he really enjoyed his stay and was very pleased with the reception the delegates gave to both trainings he delivered. The same was said from the delegates. They did like the trainings and the trainer a lot as they said!! Thank you to Brother Harder!!

In the morning of the 27, Brother Ron Boucher gave some training/refresher on the Health and Safety laws in Ontario which was very interesting. In the afternoon both groups separated. In the Stewards' meeting, the group was invited to speak in an open discussion on any matters and issues they wished to speak on, which was very interesting. In the Health & Safety Co-Chair meeting, reports were given by each and every Co-Chair on their dealings at their workplaces, and they also have elected the Executive committee of the Health and Safety Council. The delegates have elected Brother Michel Charron from RYAM Lumber in Cochrane as Chairperson, Brother Cody Swiergosz as 1st Vice-Chair, Sister Sylvie Valerie Denis as 2nd Vice-Chair, and Brother Darcy Whitecrow as 3rd Vice-Chair.

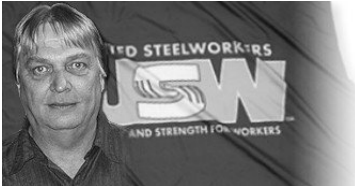
In Solidarity;  
Jacques Jean

*Merry Christmas &  
Happy New Year!*



*from the Executive Board  
and staff of your Local*





# RECENT SETTLEMENTS

## A LOOK AT OUR HISTORY

**Resolute buys a solution.** As reported in the last edition of The Echo, we began arbitration with Resolute in May. The Company wanted to settle the issue prior to the arbitrator hearing any evidence. They offered to buy their remaining 21 employees' seniority rather than honouring it. The offer was not unreasonable so we had to take for a vote of the members. It was accepted by 18 of the 21 in an all or nothing deal. The result is that there are no more active Resolute employees.

**New agreement.** At Unitized Manufacturing, a truss plant in Thunder Bay, the members ratified a renewal of their Collective Agreement on October 15th. The agreement contains improvements to the clothing allowance, eye glasses, vacation pay, pension plan, 5% increase in wages over the term and a \$400.00 signing bonus.

**New agreement.** Integrated Distribution Systems LP (o/a Wajax), an equipment dealer in Thunder Bay, ratified a renewed 5-year Collective Agreement on October 25th, by 75%. The agreement covers Parts Representatives, Field and Shop mechanics. It provides for increases in the boot subsidy, the per diem for out of town work, improved tool allowances, benefit plans, bereavement pay, changes to the apprenticeship language, pay increases of between 7 and 10% as well as some adjustments to the field technician rates and the student rates.

As the resident old timer and

this being the time of year for reflection, the following is something you may want to reflect on.

In June of 2010 there was a merger of two strong Local Unions: USW 1-2693 and 1-2995. Both had a proud history. What follows is a very brief look at that history. It certainly does not tell the complete story.

The beginning of Local 2693 was in the area around Thunder Bay. (Port Arthur and Fort William at the time) The mostly immigrant bush workers began organizing themselves to achieve better pay, living and working conditions from the lumber barons of the time.

The Northwestern Ontario bush workers were aided by several different organizations in the early 1900s, including the IWW (International Workers of the World) and OBU (One Big Union) followed by the Lumber Workers Industrial Union of Canada (LWIUC). Some had communist roots and right-wing views. At the beginning most members were Finns, followed by Swedes, Slavs, French and English-speaking Canadians.

In the late 1930's and 40's, the bushworkers eventually became the industrial branch of the International Brotherhood of Carpenters and Joiners, known as the Lumber and Sawmill Workers Union (LSWU). The second annual convention of the LSWU was held in Port Arthur in 1937. Sawmill workers soon joined the ranks of the Lumber

and Saw.

The beginning of the Local 2995 was somewhat different as the area was largely inhabited by French Canadians who were mostly homesteaders and fiercely independent.

Sawmilling began in the Hearst area around 1918 when the first sawmill was built. Harvesting took place primarily in the winter months so homesteaders in the area began to cut wood for the area sawmills. Paper mills began in the area in the 1920's. Local 2995 was chartered by the LSWU in 1944 as the industry continued to expand and required full time workers.

There were several Locals of Lumber and Saw throughout the north. All eventually merged with either 2693 or 2995. The bigger Locals were better able to face the challenges brought on by the expanding industry.

The Lumber and Sawmill Workers Union was part of an International Union. Some Locals still exist today in the USA and Newfoundland remaining as part of the Carpenters.

In the 1980s memberships of both Locals became disillusioned with being a minor branch of the Carpenters Union. It appeared to most that the needs of the Northern Ontario forestry workers were not being met.

In 1987 the membership of both Locals approved the break away from the Carpenters and chose a

merger with the Industrial Wood and Allied Workers; the IWA Canada. This merger worked well. We became a part of a vibrant organization determined to serve the members while uniting forestry workers across the country.

The IWA-Canada successfully organized the unorganized where they could, including many in small towns where the rest of the membership worked. They came from various sectors, from credit unions, hotels, health care and casinos. This diversification helped to somewhat alleviate the pain that was to come with major downturns in the forest industry.

We were a proud somewhat militant Union, not afraid to fight for fairness. We weren't the biggest, but we earned the respect of employers. Through active participation and leadership in the various Federations of Labour and the Canadian Labour Congress we were a valued part of the Canadian labour movement.

Beginning in the late 1990s and continuing into the early part of this century the forest industry took serious downturns, causing major financial and other difficulties for IWA Canada. Despite the organizing campaigns that had brought in members from a wide variety of sectors, the membership fell sharply.

The decision was made at the National Convention in 2003 to actively seek a merger partner. The need to find a likeminded Union was paramount.

The exhaustive search

# Local 1-2010's Women's Committee

## Local 1-2010 Women Committee Meeting September, 2018

A meeting of Local 1-2010's Women's Committee was held in Thunder Bay on September 13 & 14, 2018. At this meeting, an election was held to elect the Executive Committee. Here is the elected Executive for the Women's Committee. These women have been elected for a term of 3 years ending in 2021.

Chairperson: Kelly Miller (Thunder Bay)  
1st Vice-chairperson: Randi Dillon (Hearst)  
2nd Vice-chairperson: Stacey Smith (Thunder Bay)  
3rd Vice-chairperson: Denise Fick (Kirkland Lake)  
Recording Secretary: Tammy-Lynn Constantin (Gogama)



Back, left to right: Jacques Jean (Local 1-2010 President), Sylvia Boyce (Instructor from USW National Office), Stacey Smith, Christiane Baillargeon, Gisèle Pintar, Marilyne Saville, Susan Morson, Beckie-Rae Mikasko, Denise Fick, Julie Laroche, Kelly Miller, Randi Dillon. Front, left to right: Caroline Demers, Tammy Happy, Ginette Lachance, Tammy-Lynn Constantin

## Why USW needs Women's Committees

Besides the obvious – the USW Constitution requires it – Women's Committees offer a way for women to raise issues, press for change and get our issues onto the negotiating table and the convention floor.

The USW is stronger when policies and collective agreements reflect the needs of our Sisters as well as our Brothers. But the work environment – from its physical layout, to the way women's work is undervalued and underpaid, to harassment and discrimination – creates barriers to women's employment. Lack of affordable child care limits many women's access to job security and decent wages.

Women's Committees ensure our Union takes action on issues that are important to women and that advance women's equality. They also help to build solidarity and mutual respect among our membership and potential membership. The Women's Committees do this by providing support to stewards, elected officers, negotiating team members and organizers as well by working with groups in the wider community.

Unionized women fare better; and unionized women working together fare much better. Simply put: women need Unions and Unions need women.

## USW International Women's Conference October, 2018

From October 14 to 17, 2018 there was the USW International Women's Conference in downtown Toronto; what a nice week. The theme for this conference was "A Call to Action". 1200 women together in the same room make noise to take action. Women with power who inspire us to want to help our Union become better towards women took the floor to talk to us about their stories, challenges and successes. We are all leaders because we are ready to intervene and answer the call to action in our workplaces and our respective Locals. Here are some workshops that were available: Speak boldly and carry a big list, Rebooting



your women's committee, Healthy minds for a strong Union, Truth or dare: Being a woman leader inside USW.



Sisters Ginette Lachance (RYAM Lumber - Hearst Sawmill) and Caroline Demers (Centre de Santé Communautaire du Grand Sudbury) attended the International Women's Conference in October.

## A Women's Committee can:



- Provide a safe environment for women to discuss current workplace, community or personal issues and strategies
- Educate women on our rights, obligations and responsibilities to ourselves and other women
- Educate Brothers to understand and support action on women's issues
- Provide advice and guidance to Union leaders, including bargaining committees, on issues important to women
- Network and communicate with women's committees in other Local Unions and at the area, regional, district and national level
- Reach out and work with women's organizations in the community
- Research and present action proposals and policies
- Lobby for legislative improvements and change
- Encourage the development of more women's committees
- Act as mentors to young, newly active and newly organized women
- Organize informal educational and social events with community and local committees
- Assist in the planning and organization of conferences to ensure the content, speakers and participants reflect the diversity of our Union's membership
- Identify women's education and training needs to ensure Union courses and programs are accessible and applicable
- Assist USW organizers in organizing and educating new members



Every year, we give two Scholarships of \$1,000.00 each. Winners are chosen based on an essay titled "The Value of Unions in our Society". All essays are sent to 3 judges with only a number; no names are shown. This year, our judges were Norm Rivard (former Local 1-2995 President), Roland Laurin, (retired Local 1-2010 union representative) and Guy Bourgouin (former Local 1-2010 President). Congratulations to our two winners this year: Patrick Nolet and Megan Lisiecki. Below are their winning essays.



Patrick Nolet,  
son of Mona Nolet, member  
at North Cochrane Addiction  
Services

## The Value of Unions in our Society

When brainstorming and conducting research for this essay, I came to realise that I know very little about the concept and the value of having a Union in the workplace. In order to educate myself and to truly find the value of Unions in our society, I decided to reach out to some of my family and friends to try to compare their perspective on Unions. Since Unions aren't restricted to only one field of work, I decided to gather my information from various individuals that have a different lifestyle and come with backgrounds as different as black and white. Whether you are someone crunching numbers, working with inanimate objects or dealing with people every day, Unions will have an impact on your everyday life and especially when things start to go wrong.

The first person I've decided to interview was my long-time friend Mr. Justin Jean. As we

both come from the same community, both go to school and work summer jobs, I thought it would be a great way to see first-hand how different someone's perspective may vary even with two people that are at a similar point in their life and share common interests. Mr. Jean is a 19-year-old male who grew up in Kapuskasing and is currently studying accounting at the University of Ottawa and works for BDO, an accounting firm located in Embrun.

As someone who is new to the workforce and is still spreading his wings into his career, Mr. Jean was able to talk to me about how he portrays the effects Unions have in today's society. To start off, Mr. Jean described Unions as an important tool to employers and as something that has an even greater effect on the employees themselves. In order to explain his thought process, he then focuses his attention onto why he felt Unions are a very important and crucial aspect to anyone's career. First of all, he told me that Unions are in place to control the power given to employers and to revoke the said power is necessary. Having restricted powers will make an employer think twice before firing someone due to little inconveniences even on a regular basis. For the person being fired, the Union acts as a strong voice and knowledgeable source. Generally, when someone is dealing with the Union, it serves as a kind of mediator

between the employee and the employer. This is extremely helpful to the employee because in the majority of cases, the employees are not sure of their rights or how to exploit them. Mr. Jean later concluded by adding that Unions are extremely helpful and a good source of information and support for people who need them.

In order to get another point of view on the effects of Unions of our society, I turned to Mr. Paul Nolet. Mr. Nolet has been a mechanic employed with the town of Kapuskasing for the past 21 years. The town of Kapuskasing has a Union in place for a good part of their employees depending at what level one currently occupies. If a person is staff, labour or management, it will have a great effect on how much a Union means to them and how they can personally relate to the value of having a Union.

Mr. Nolet started by sharing with me how he sees a Union through his eyes. As a well-rounded and down to earth person, he globally sees it as a united front that defends the right of the employees hence being named a Union. Mr. Nolet also found very important to add that while providing help to both the employers and the employees, a Union is a crucial member of the negotiations for a new contract when time comes. When it comes to a contract, everything must be negotiated. It can go from the hourly wages all the way to time off, sick days and benefits. When

negotiating the contract, the union makes sure that both sides of the coin will leave the table happy and satisfied with what they have gained or let go. Sometimes, contract negotiations have the potential to get quite heated and as we all know, once you squeeze tooth paste out of the tube, you can't put it back. Thankfully, the Union acts like the cap to the toothpaste, keeping everything in check and making sure nothing goes overboard. Additionally, having a good contract in place, thanks to the hard work from the Union, will ensure that the business or institution will run smoothly with both the employers and employees being happy which will make the work experience and the production and quality of product better. Finally, Mr. Nolet says he is happy that Unions exist and that he truly appreciates the services they provide for everyone lucky enough to be unionized.

Finally, in order to have the broadest view and understanding of the value Unions have in our society, I've decided to talk with someone who was in a completely different field than Mr. Justin Jean and Mr. Paul Nolet. Because the field deals with delicate subjects, she preferred to stay anonymous but still felt as her view of Unions could be helpful to my understanding. As someone who deals with people on a daily basis, she sees the mental effects stress and discomfort at work can lead to.



**Scholarships... from page 6**

To kick things off, she used to be an employee with a corporation that employed over 60 individuals which she thinks had an effect on how effective and valuable the Union was. She says that during her time there, she saw the Union as a distant partner. For here, it felt like the employees did not have much of a voice. She also adds that this was her first employment and she was still relatively young which caused her to step back a little bit and to not be involved as much as she could have. She remembers that unfortunately there were

problems with some troublesome employees and that they were protected too much. She felt that individuals are responsible when they break the rules and that they should be held accountable for their actions.

Since then, she has now transferred to another social agency which also has a Union and her view on the value of Unions drastically changed. The contact between employers and employees was night and day compared to her previous experience. She says that the

Union was a valuable asset when injustices came in play in order to support the employee as an individual. A factor might have been that it was a smaller staff which resulted in everyone having a say on what they find should improve. She adds that the Union was essential in keeping a good working environment and having consistency in what is expected.

In conclusion, the value of Unions in our society can vary from individuals, field of work and even from job to job. After

talking with these three people, I came to realise the true value of Unions and started to appreciate the work Unions put in for the well-being of an industry, employer and employee. Unions have a crucial role in order to make sure that everyone's rights are respected while maintaining a good working environment. In Canada, we are lucky that Unions have the ability to limit an employer's power and to keep employees in check. I can only imagine how different our workforce would be without the contribution of Unions in our society.



Megan Lisiecki,  
daughter of André Lisiecki,  
member at 3 Nations Logging

Note: This essay was submitted in french. This is a translation of the original.

## The Value of Unions in our Society

In Canada, Unionism started at the beginning of the 19th century. A Union is an association that has for goal the defense of common interests. The Union's goal is to negotiate fair rules so that employees are protected and avoid abuse towards them. Unions were not common and a lot of people were not in agreement with the rights that unionized workers had and those that were unionized had to fight to keep those rights and a lot of companies still have Unions in place to this day.

A big number of workers had working days of at least 10 hours or more. That is how workers from a Toronto printing house in 1872 were living when the Union of typographers demanded nine hour working days. Since the employers refused, the workers stopped working on March 25, 1872. The editors hired replacement workers but the strikers obtained the support of other workers in Toronto. At that time, Union activity was a crime and the Toronto Globe editor, George Brown, stopped the group of strikers with criminal conspiracy one day after the rally of 10,000 people who were at Queen's Park on April 15, 2018.

But, on April 18, 1872, the Prime Minister John A. MacDonald had a law on Unions approved and it legalized and protected Unions. The printers' strike in Toronto started a movement for the nine hour workday. This gave rise to annual celebration of Labour Day that is still going on today throughout Canada. The workers' movement took place in the 1850's, but it's the necessity to shorten the work

week that unleashed a bigger number of workers to join a Union to change their lives for the better.

In 1919, the World War 1 soldiers came back to Canada and had trouble restarting their jobs. Also, workers of different trades were fighting for fair wages because they wanted to support their family in a changing economy. On May 15, 1919, workers stopped working and filled the streets of Winnipeg to fight for these rights. But, on June 21st, members of the North West Royal Gendarmerie and hired strong-arms attacked with horses and opened fire on the rally of workers, killing two people and injuring others. This day is known as Bloody Saturday.

These two events show the importance of Unions for workers. There are a lot of other events like these that changed the Unions for the better. With a big number of people, their voices are heard and companies change their rules to accommodate the employees but sometimes they have to negotiate to decide something that's

appropriate for each side, the employees and employer. The benefits given to unionized workers (dental insurance, health insurance, legal fees insurance, amongst others) attract dentists, opticians, chiropractors, therapist, health specialists and family law lawyers and assure them revenue. When Unions defend what is just, life gets better for all of us. All workers benefit today from the Union's successes from yesterday: minimum wages, overtime remuneration, health and safety standards, maternity and parental leaves, paid holidays and protection against discrimination and harassment.

Finally, Unions bring big changes in a company. They contribute to the health and safety of employees by ensuring their well-being. It is also what gives people better wages and a better quality of life at work. I think it is important to have a Union in a big society to monitor the abuse and discrimination against women, young workers and people of different sexual orientation and ethnicities.



This newsletter is published by:  
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Todd Childs



**Bruce Frost... from page 4**

determined that the Union with values that most closely resembled those of IWA Canada was the United Steelworkers of America, an International Union known for its willingness to stand and fight unscrupulous employers, and a leader in health and safety and the larger labour movement.

With the agreement of the entire membership (each member had the right to vote) the IWA Canada agreed and the merger with the USWA was approved. It was completed in 2004.

Local 1-2693 and Local 1-2995 were now part of the USWA.

Following the merger with the IWA Canada (2004) and then PACE, (The Paper Allied Industrial Chemical Energy Workers 2005) the United Steel Workers of America was rebranded. The United Steel, Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union was created and was to be known and operated as the USW-Unity and Strength for Workers.

The USW Wood Council was also formed as part of the merger agreement and continues to be the conduit by which the common interests of forest industry workers across the country are shared. Master Collective Agreements in British Columbia are negotiated, political and other lobbying is organized to protect and enhance the members working lives, and that of their family, community and industry. Solidarity among the forest industry membership is maintained.

By 2009 both Locals were struggling to survive. Discussions began to consider joining together as one. This led to the decision to merge. It was

deemed necessary to maintain the ability to serve our diverse membership. In 2010 the merger was concluded. Every member had the right to vote. The merger was accepted by the members of both Locals by a large majority. The founding convention of 1-2010 was held in June 2010 in Hearst.

The current membership is served through two offices: one in Kapuskasing (20 Riverside Dr.) the other in Thunder Bay. (331 May St. N)

There are 6 staff members: the President and office manager along with two staff representatives work from the Kapuskasing office and two staff reps out of the Thunder Bay office.

In the years since the merger, the Local has grown by organizing traditional and non-traditional members, along with the upturn in the forest industry and the restart of some of the idled sawmills across the north. The Local is presently in a good order.

We are once again training members in health and safety, providing education to stewards and have reactivated the Women of Steel committee, all for the benefit of the entire membership.

We should never forget the past or those hard lessons we learned.

Remember that we stand on the shoulders of giants, the dedicated Brothers and Sisters of yesteryear who lived and fought through many struggles and sacrifices to create the labour movement of today.

Those struggles include the alleged murder of two dedicated organizers who were drowned at Onion Lake north of Port Arthur

in 1929. The killings that took place at Reesor siding in February of 1963, during a strike against Spruce Falls. The many other strikes, lockouts, and hardships that it took to gain the privileges, rights and benefits we enjoy today.

The gains of organized labour have taken many decades and have never been easy. Time after time those gains are attacked by greedy employers and by the right-wing politicians and governments they support.

These administrations are not necessarily elected by the will of the citizens. They are often instead installed by the apathy of those that choose not to vote.

It is therefore incumbent upon all of us to participate in the election of our governments. Pay attention to the issues to ensure we elect decent politicians who will represent the best interests of working people.

It is also our duty to participate in the life of the Union; attend Union meetings and be involved and active in the Union and the community. Remember that an injury to one is an injury to all and that we are indeed our brothers' keepers. Solidarity needs to be absolute, for the betterment of all.

NOTE: In writing this summary the author relied largely on others' research, and his own recollection. For further information on labour history some is available online and more is available at the various historical societies around the province along with some locally authored books.

I take this opportunity to wish all a wonderful holiday season and a healthy prosperous new year

In solidarity;  
 Bruce Frost

